

July 29, 2019

Commander Terry Moore #5017, C-5

RE: I.A.B. Database #201807-1023

Commander Moore:

Facts have been brought to my attention, which indicate that conduct on your part may warrant disciplinary action. Accordingly, you are herewith charged pursuant to Section 1.04 of the Rules of Conduct governing the Division of Police, Department of Public Safety; and Section 108 of the Charter of the City of Columbus, County of Franklin, State of Ohio, with violating the Rules of Conduct of the Division of Police as set forth in **Rule of Conduct 1.03**.

Charge I:

You are hereby charged with violating **Rule of Conduct 1.03(A) "Violation of Rules or Division Directives,"** which states *"Division personnel shall not commit or omit acts in violation of the explicit or implicit purpose of the Rules of Conduct, Policies, Directives, or orders of the Division. It is not necessary that every specific act which would constitute a violation be expressly prohibited in written form."*

Central Work Rule 10, Additional Standards of Conduct for Supervisors (D) states, *"Failing to perform supervisory, managerial, or administrative duties competently."*

Specification I:

You engaged in nonfeasance when you gave tacit approval of the operation at Sirens without giving proper weight to the potential negative consequences.

Specification II:

You engaged in misfeasance when you did not properly supervise personnel in your Bureau.

Directive 7.02, Duties and Responsibilities of Personnel, Section II(F)(1) and (3), which states in Subsection 1, *"Division personnel shall be held accountable for accurately reporting work hours and*

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leave time and shall report any changes in their work schedule to an appropriate supervisor." Subsection 3 states in part, "Supervisors shall be held accountable for ensuring work hours and leave time are accurately reported. Updates to employees' schedules should be made daily unless the supervisor is off duty or the electronic timekeeping system is not available, but always by the end of the pay period."

Specification III: You engaged in malfeasance when you did not ensure that timekeeping records were accurate for personnel assigned to you.

You will report to my office on **Wednesday, August 21st, 2019 at 10:00 am**, at which time you will be given the opportunity to respond, either verbally or in writing, to this charge. You may present an explanation or any other information that you feel is relevant to the charge, and which you think would be helpful to me in determining what, if any, action I should take.

You may bring your F.O.P. representative and/or attorney with you at the meeting in my office. Your F.O.P. representative or attorney will have one week (7 days) from the date you receive these charges to request the consideration of an alternate date or time due to a scheduling conflict. It will be your responsibility to notify your representative or attorney in a timely manner.



Thomas Quinlan
Chief of Police

TAQ/ve

COPY

Copy of the preceding received by me this 31 day of July, 2019.

Cmdr Terry Moore #5017
Commander Terry Moore #5017

Copy of the preceding served upon Commander Terry Moore #5017 by me personally, this 31 day of JULY, 2019.

h [signature] #5052
Server

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Departmental Charges Notification Packet

Instructions

- (1) Affected employee and issuing supervisor are to both sign original Departmental Charges.
- (2) The signed original Departmental Charges are to be forwarded to the Professional Standards Bureau.
- (3) Affected employee is to retain enclosed copy of Packet.
- (4) Employee to acknowledge receipt of Packet on line below and forward this form to the Professional Standards Bureau.

CMR ✓ #5017 7-31-19
Name/Badge Date

Any questions, contact Lt. Van Erwin III #5052,
Professional Standards Bureau, at extension
#7132 Mon. – Thur. 7a-5p.

COPY



July 29, 2019

Lieutenant Ronald Kemmerling #5062, Property Management Lt.

RE: I.A.B. Database #201807-1023

Lieutenant Kemmerling:

Facts have been brought to my attention, which indicate that conduct on your part may warrant disciplinary action. Accordingly, you are herewith charged pursuant to Section 1.04 of the Rules of Conduct governing the Division of Police, Department of Public Safety; and Section 108 of the Charter of the City of Columbus, County of Franklin, State of Ohio, with violating the Rules of Conduct of the Division of Police as set forth in **Rules of Conduct 1.03 and 1.04.**

Charge I:

You are hereby charged with violating **Rule of Conduct 1.03(A) "Violation of Rules or Division Directives,"** which states *"Division personnel shall not commit or omit acts in violation of the explicit or implicit purpose of the Rules of Conduct, Policies, Directives, or orders of the Division. It is not necessary that every specific act which would constitute a violation be expressly prohibited in written form."*

Vice Section SOP 6.1, Case Assignments, states in part, *"All reactive investigations will be summarized in writing and submitted to the unit sergeant or section lieutenant prior to investigation."* It goes on to state, *"All proactive investigations will be summarized electronically using an ERS narcotics complaint and routed to the unit sergeant or section lieutenant prior to investigation."*

Central Work Rule 10, Additional Standards of Conduct for Supervisors (D) states, *"Failing to*

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perform supervisory, managerial, or administrative duties competently."

Specification I:

You had a duty as a Division supervisor to ensure investigative protocol was being followed. The fact that no documentation occurred during the months in which information was received about Sirens and in the days leading up to the arrest of Stephanie Clifford (aka Stormy Daniels) demonstrates the level of disregard for Division policies and procedures.

Vice Section SOP 5.1, Expenditures of Official Evidence Funds, states in part, *"Any single expense greater than \$500 or the total expenses of any investigation greater than \$500 must have prior approval by the section lieutenant or higher."*

Central Work Rule 10, Additional Standards of Conduct for Supervisors (H) states, *"Failing to administer and support the policies, directives, or other requirements of the City or otherwise engaging in conduct which undermines the mission or the reputation of the City."*

Specification II:

You were the supervisor in command and responsible for oversight, approval, and the manner and level of evidence funds spent during the operation that resulted in the improper arrest of Stephanie Clifford (aka Stormy Daniels). Officers expended a total of \$760 at Sirens on July 11, 2018. No evidence indicates expense levels were ever discussed or any direction given as to what amount was appropriate or authorized prior to this operation.

Directive 7.02, Duties and Responsibilities of Personnel, Section II(F)(1) and (3), which states in Subsection 1, *"Division personnel shall be held accountable for accurately reporting work hours and leave time and shall report any changes in their work schedule to an appropriate supervisor."* Subsection 3 states in part, *"Supervisors shall be held accountable*

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for ensuring work hours and leave time are accurately reported. Updates to employees' schedules should be made daily unless the supervisor is off duty or the electronic timekeeping system is not available, but always by the end of the pay period."

Central Work Rule 10, Additional Standards of Conduct for Supervisors (B) states, *"Failing to discipline subordinates or to initiate formal disciplinary action against subordinates for violation of work rules, policies, or directives."*

Specification III: Officer Steven Rosser and Officer Whitney Lancaster failed to complete or submit accurate timekeeping records or schedule changes on multiple occasions between September 15, 2017 and July 11, 2018; including September 15, 2017, October 27, 2017, May 3, 2018, May 4, 2018, and July 11, 2018. You were directing the work of Officers Rosser and Lancaster and you held the responsibility for ensuring their compliance with timekeeping policy and notification of the immediate supervisors.

Vice Section SOP 8.1.2, Operational Procedures, states , *"A Vice Section Supervisor will be present and responsible for coordinating all reversals, raids, search warrant executions, and escort stings. The supervisor will ensure a sound tactical plan is established and will conduct assignment specific training for inexperienced decoy officers. For any large-scale arrest operation, the coordinating supervisor will notify those agencies that may be affected."*

Central Work Rule 10, Additional Standards of Conduct for Supervisors (D) states, *"Failing to perform supervisory, managerial, or administrative duties competently."*

Specification IV: You endorsed and then abdicated the operation that resulted in the improper arrest of Stephanie Clifford

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(aka Stormy Daniels) and you failed to make or direct a tactical or operational plan or provide assignment specific training for inexperienced decoy officers.

Charge II:

You are hereby charged with violating **Rule of Conduct 1.04 "Cause for Dismissal,"** which states *"Division personnel hold their positions during good behavior and efficient service, but may be suspended or dismissed for incompetence, gross neglect of duty, gross immorality, habitual intoxication, failure to obey orders given by proper authority, misfeasance, malfeasance, nonfeasance, or for any other just and reasonable cause."*

Specification I:

You engaged in nonfeasance and gross neglect of duty because you were the Vice Section supervisor charged with the responsibility for training, work hours, investigative activity, and compliance with Division policy of all Vice Section personnel. Your ineffective supervision led to the improper arrest of Stephanie Clifford (aka Stormy Daniels).

Specification II:

You engaged in misfeasance because your supervisory inaction led to the operational failures committed by Vice Section personnel during the Sirens operation and during other strip club investigations.

Specification III:

You engaged in malfeasance because the actions taken at Sirens regarding Stephanie Clifford (aka Stormy Daniels) deviated significantly from actions taken at every other strip club investigated by Officers Rosser and Lancaster. You ignored how this arrest was not like any other strip club investigations because in the other strip club investigations, all charges were filed at a later time, or the offender was released on summons. Not a single suspect, except Ms. Clifford, was ever arrested "On View" and taken to the Franklin County Jail for slating, demonstrating a level of incompetence.

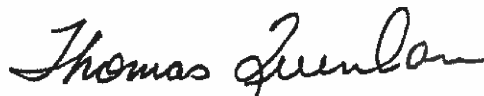
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Specification IV:

You engaged in malfeasance when you allowed subordinate officers to make an improper arrest of Stephanie Clifford (aka Stormy Daniels).

You will report to my office on **Thursday, August 22nd, 2019 at 2:00 pm**, at which time you will be given the opportunity to respond, either verbally or in writing, to this charge. You may present an explanation or any other information that you feel is relevant to the charge, and which you think would be helpful to me in determining what, if any, action I should take.

You may bring your F.O.P. representative and/or attorney with you at the meeting in my office. Your F.O.P. representative or attorney will have one week (7 days) from the date you receive these charges to request the consideration of an alternate date or time due to a scheduling conflict. It will be your responsibility to notify your representative or attorney in a timely manner.




Thomas Quinlan
Chief of Police

TAQ/ve

Copy of the preceding received by me this 31ST day of JULY, 2019.


Lieutenant Kemmerling #5062

Copy of the preceding served upon Lieutenant Ronald Kemmerling #5062 by me personally, this 31ST day of JULY, 2019.


Server
CMR. MARK J. GARDNER #5012

COPY

Departmental Charges Notification Packet

Instructions

- (1) Affected employee and issuing supervisor are to both sign original Departmental Charges.
- (2) The signed original Departmental Charges are to be forwarded to the Professional Standards Bureau.
- (3) Affected employee is to retain enclosed copy of Packet.
- (4) Employee to acknowledge receipt of Packet on line below and forward this form to the Professional Standards Bureau.

Lt. P22K/S062 7/31/19
Name/Badge Date

Any questions, contact Lt. Van Erwin III #5052,
Professional Standards Bureau, at extension
#7132 Mon. – Thur. 7a-5p.

COPY



July 29, 2019

Sergeant Scott Soha #5146, General Property Crimes

RE: I.A.B. Database #201807-1023

Sergeant Soha:

Facts have been brought to my attention, which indicate that conduct on your part may warrant disciplinary action. Accordingly, you are herewith charged pursuant to Section 1.04 of the Rules of Conduct governing the Division of Police, Department of Public Safety; and Section 108 of the Charter of the City of Columbus, County of Franklin, State of Ohio, with violating the Rules of Conduct of the Division of Police as set forth in **Rules of Conduct 1.03(A) and 1.04.**

Charge I:

You are hereby charged with violating **Rule of Conduct 1.04 "Cause for Dismissal,"** which states *"Division personnel hold their positions during good behavior and efficient service, but may be suspended or dismissed for incompetence, gross neglect of duty, gross immorality, habitual intoxication, failure to obey orders given by proper authority, misfeasance, malfeasance, nonfeasance, or for any other just and reasonable cause."*

Specification I:

You engaged in malfeasance and gross neglect of duty when you allowed subordinate officers to make an improper arrest of Stephanie Clifford (aka Stormy Daniels).

Charge II:

You are hereby charged with violating **Rule of Conduct 1.03(A) "Violation of Rules or Division Directives,"** which states *"Division personnel shall not commit or omit acts in violation of the explicit or implicit purpose of the Rules of Conduct, Policies, Directives, or orders of the Division. It is not necessary that every specific act which would constitute a violation be expressly prohibited in written form."*

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Vice Section SOP 6.1, Case Assignments, states in part, *"All reactive investigations will be summarized in writing and submitted to the unit sergeant or section lieutenant prior to investigation."* It goes on to state, *"All proactive investigations will be summarized electronically using an ERS narcotics complaint and routed to the unit sergeant or section lieutenant prior to investigation."*

Central Work Rule 10, Additional Standards of Conduct for Supervisors (D) states, *"Failing to perform supervisory, managerial, or administrative duties competently."*

Specification I:

You had a duty as a Division supervisor to ensure investigative protocol was being followed. The fact that no documentation occurred during the months in which information was received about Sirens and in the days leading up to the arrest of Stephanie Clifford (aka Stormy Daniels) demonstrates the level of disregard for Division policies and procedures.

Directive 7.02, Duties and Responsibilities of Personnel, Section II(C), which states, *"Supervisors shall be held accountable for the performance of the personnel under their immediate supervision."* In addition, **Section III(C)(1)(a)** states for police sergeant, *"Direct the work activities of all lower ranking personnel assigned to your command."*

Specification II:

You failed to fulfill your duty to know the working details of Officer Rosser's investigative activities, ensure proper documentation, and provide accurate reporting of work hours in accordance with Division policy.

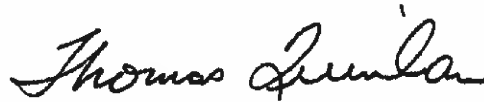
Specification III:

You failed to take a leadership role in the operation that resulted in the arrest of Stephanie Clifford (aka Stormy Daniels). This failure included allowing the improper arrest of Ms. Daniels and allowing Officers Rosser and Lancaster to usurp your authority when you failed to supervise them.

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You will report to my office on **Thursday, August 22nd, 2019 at 3:00 pm**, at which time you will be given the opportunity to respond, either verbally or in writing, to this charge. You may present an explanation or any other information that you feel is relevant to the charge, and which you think would be helpful to me in determining what, if any, action I should take.

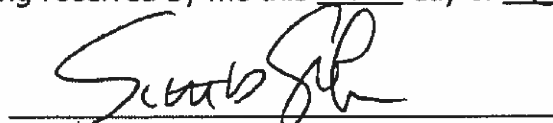
You may bring your F.O.P. representative and/or attorney with you at the meeting in my office. Your F.O.P. representative or attorney will have one week (7 days) from the date you receive these charges to request the consideration of an alternate date or time due to a scheduling conflict. It will be your responsibility to notify your representative or attorney in a timely manner.



Thomas Quinlan
Chief of Police

TAQ/ve

Copy of the preceding received by me this 31 day of July, 2019.


Sergeant Scott Soha #5146

Copy of the preceding served upon Sergeant Scott Soha #5146 by me personally, this 31 day of JULY, 2019.

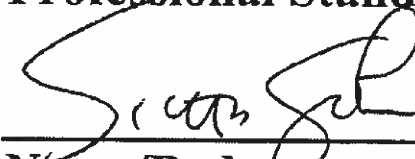
LT. Diana C Trump #5043
Server

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Departmental Charges Notification Packet

Instructions

- (1) Affected employee and issuing supervisor are to both sign original Departmental Charges.
- (2) The signed original Departmental Charges are to be forwarded to the Professional Standards Bureau.
- (3) Affected employee is to retain enclosed copy of Packet.
- (4) Employee to acknowledge receipt of Packet on line below and forward this form to the Professional Standards Bureau.



Name/Badge

7/21/19

Date

Any questions, contact Lt. Van Erwin III #5052,
Professional Standards Bureau, at extension
#7132 Mon. – Thur. 7a-5p.

COPY



July 29, 2019

Officer Steven Rosser #77, 20B13

RE: I.A.B. Database #201807-1023

Officer Rosser:

Facts have been brought to my attention, which indicate that conduct on your part may warrant disciplinary action. Accordingly, you are herewith charged pursuant to Section 1.04 of the Rules of Conduct governing the Division of Police, Department of Public Safety; and Section 108 of the Charter of the City of Columbus, County of Franklin, State of Ohio, with violating the Rules of Conduct of the Division of Police as set forth in **Rules of Conduct 1.03, 1.04, 1.15, and 1.18.**

Charge I:

You are hereby charged with violating **Rule of Conduct 1.18 "Arrest Search, and Seizure,"** which states "*Sworn personnel shall make arrests, searches, and seizures only in accordance with law and Division policy and procedures.*"

Specification I:

You made an improper arrest of Stephanie Clifford (aka Stormy Daniels).

Charge II:

You are hereby charged with violating **Rule of Conduct 1.03(A) "Violation of Rules or Division Directives,"** which states "*Division personnel shall not commit or omit acts in violation of the explicit or implicit purpose of the Rules of Conduct, Policies, Directives, or orders of the Division. It is not necessary that every specific act which would constitute a violation be expressly prohibited in written form.*"

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Vice Section SOP 6.3.4, Interview/Interrogation, which states in part, *"All custodial interrogations will be audio or video tape-recorded. Preferably, in a police headquarters interrogation room utilizing the video/audio equipment."*

Specification I:

During the Sirens operation, you determined the need to conduct a custodial interview of Ms. Clifford. This interview was conducted in the prisoner compartment of Prisoner Transport Vehicle 18. Ms. Clifford was transported to headquarters for identification processing prior to being taken to jail and there is no reasonable justification for not conducting this interview according to Vice Section guidelines.

Vice Section SOP 6.1, Case Assignments, states in part, *"All reactive investigations will be summarized in writing and submitted to the unit sergeant or section lieutenant prior to investigation."* It goes on to state, *"All proactive investigations will be summarized electronically using an ERS narcotics complaint and routed to the unit sergeant or section lieutenant prior to investigation."*

Specification II:

You had a duty to ensure investigative protocol was being followed. The fact that no documentation occurred during the months in which information was received about Sirens and in the days leading up to the arrest of Stephanie Clifford (aka Stormy Daniels) demonstrates the level of disregard for Division policies and procedures.

Directive 7.02, Duties and Responsibilities of Personnel, Section II(F)(1), which states in Subsection 1, *"Division personnel shall be held accountable for accurately reporting work hours and leave time and shall report any changes in their work schedule to an appropriate supervisor."*

Specification III:

You failed to complete or submit accurate timekeeping records or schedule changes on multiple occasions between September 15, 2017 and July 11, 2018;

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including September 15, 2017, September 16, 2017, September 22, 2017, October 27, 2017, May 3, 2018, May 4, 2018, and July 11, 2018.

Directive 7.02, Duties and Responsibilities of Personnel, Section III(A)(10), which states that sworn personnel are directed to, "*Conduct a thorough investigation of all offenses/incidents within the area of responsibility.*"

Specification IV:

You failed to gather all pertinent information and interview all suspects involved at Sirens and this omission of basic investigative action erodes the credibility that the Sirens operation was, in any manner, part of a substantial ongoing strip club investigation.

Charge III:

You are hereby charged with violating **Rule of Conduct 1.15(A)(5) "General Requirements,"** which states Division personnel shall: "Be truthful at all times."

Specification I:

You were untruthful in your IAB interview when you stated that going to Sirens on July 11, 2018 was due to elements of human trafficking involving a specific underage dancer named "Pearl." No search was conducted at Sirens on July 11, 2018 for "Pearl" and no other Vice Section personnel interviewed in this investigation made any statement in reference to looking for a specific human trafficking victim named "Pearl."

Charge IV:

You are hereby charged with violating **Rule of Conduct 1.04 "Cause for Dismissal,"** which states "*Division personnel hold their positions during good behavior and efficient service, but may be suspended or dismissed for incompetence, gross neglect of duty, gross immorality, habitual intoxication, failure to obey orders given by proper authority, misfeasance,*

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malfeasance, nonfeasance, or for any other just and reasonable cause."

Specification I:

The actions taken at Sirens regarding Stephanie Clifford (aka Stormy Daniels) deviated significantly from actions taken at every other strip club investigated by you. This arrest was not like any other strip club investigations because in the other strip club investigations, all charges were filed at a later time, or the offender was released on summons. Not a single other suspect was deprived of their rights by being arrested "On View" and taken to the Franklin County Jail for slating, except Ms. Clifford demonstrating gross neglect of duty and incompetence.

You will report to my office on **Monday, August 26th, 2019 at 2:00 pm**, at which time you will be given the opportunity to respond, either verbally or in writing, to this charge. You may present an explanation or any other information that you feel is relevant to the charge, and which you think would be helpful to me in determining what, if any, action I should take.

You may bring your F.O.P. representative and/or attorney with you at the meeting in my office. Your F.O.P. representative or attorney will have one week (7 days) from the date you receive these charges to request the consideration of an alternate date or time due to a scheduling conflict. It will be your responsibility to notify your representative or attorney in a timely manner.

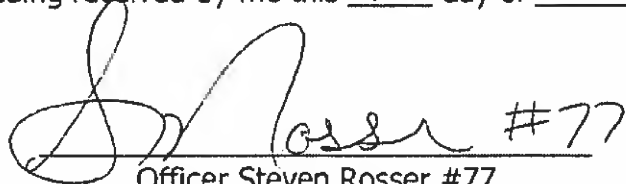


Thomas Quinlan
Chief of Police

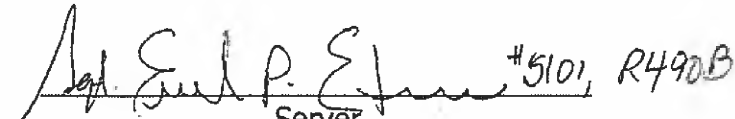
TAQ/ve

COPY

Copy of the preceding received by me this 30 day of JULY, 2019.


Officer Steven Rosser #77

Copy of the preceding served upon Officer Steven Rosser #77 by me personally,
this 30th day of JULY, 2019.



Sgt. Paul P. Elmer #5101, R490B
Server

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Departmental Charges Notification Packet

Instructions

- (1) Affected employee and issuing supervisor are to both sign original Departmental Charges.
- (2) The signed original Departmental Charges are to be forwarded to the Professional Standards Bureau.
- (3) Affected employee is to retain enclosed copy of Packet.
- (4) Employee to acknowledge receipt of Packet on line below and forward this form to the Professional Standards Bureau.

 #77 7/30/19
Name/Badge Date

Any questions, contact Lt. Van Erwin III #5052,
Professional Standards Bureau, at extension
#7132 Mon. – Thur. 7a-5p.

COPY



July 29, 2019

Officer Whitney Lancaster #1345, 16B10

RE: I.A.B. Database #201807-1023

Officer Lancaster:

Facts have been brought to my attention, which indicate that conduct on your part may warrant disciplinary action. Accordingly, you are herewith charged pursuant to Section 1.04 of the Rules of Conduct governing the Division of Police, Department of Public Safety; and Section 108 of the Charter of the City of Columbus, County of Franklin, State of Ohio, with violating the Rules of Conduct of the Division of Police as set forth in **Rules of Conduct 1.03, 1.04, 1.08, and 1.18.**

Charge I:

You are hereby charged with violating **Rule of Conduct 1.18 "Arrest Search, and Seizure,"** which states "*Sworn personnel shall make arrests, searches, and seizures only in accordance with law and Division policy and procedures.*"

Specification I:

You made an improper arrest of Stephanie Clifford (aka Stormy Daniels).

Charge II:

You are hereby charged with violating **Rule of Conduct 1.03(A) "Violation of Rules or Division Directives,"** which states "*Division personnel shall not commit or omit acts in violation of the explicit or implicit purpose of the Rules of Conduct, Policies, Directives, or orders of the Division. It is not necessary that every specific act which would constitute a violation be expressly prohibited in written form.*"

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Vice Section SOP 6.2.2, Progressing an Investigation, which states in part, *"Detectives will complete a surveillance log for all surveillance activity associated with an investigation. All surveillance logs will be maintained in the ERS (Electronic Reporting System)."*

Specification I:

You stated that you conducted surveillance twice at Sirens in September, 2017 and in June, 2018. No documentation of your surveillance activity of Sirens exists in any available electronic records or logs.

Vice Section SOP 6.1, Case Assignments, states in part, *"All reactive investigations will be summarized in writing and submitted to the unit sergeant or section lieutenant prior to investigation."* It goes on to state, *"All proactive investigations will be summarized electronically using an ERS narcotics complaint and routed to the unit sergeant or section lieutenant prior to investigation."*

Specification II:

You had a duty to ensure investigative protocol was being followed. The fact that no documentation occurred during the months in which information was received about Sirens and in the days leading up to the arrest of Stephanie Clifford (aka Stormy Daniels) demonstrates the level of disregard for Division policies and procedures.

Directive 7.02, Duties and Responsibilities of Personnel, Section II(F)(1), which states in Subsection 1, *"Division personnel shall be held accountable for accurately reporting work hours and leave time and shall report any changes in their work schedule to an appropriate supervisor."*

Specification III:

You failed to complete or submit accurate timekeeping records or schedule changes on multiple occasions between September 15, 2017 and July 11, 2018; including September 15, 2017, September 16, 2017, September 22, 2017, October 27, 2017, May 4, 2018, and July 11, 2018.

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Directive 7.02, Duties and Responsibilities of Personnel, Section III(A)(10), which states that sworn personnel are directed to, *"Conduct a thorough investigation of all offenses/incidents within the area of responsibility."*

Specification IV: You failed to gather all pertinent information and interview all suspects involved at Sirens and this omission of basic investigative action erodes the credibility that the Siren operation was, in any manner, part of a substantial ongoing strip club investigation.

Charge III: You are hereby charged with violating **Rule of Conduct 1.08(A) "Requirement to Take Action,"** which states *"Sworn personnel, regardless of duty status, shall take prompt, effective action regarding anything which comes to their attention requiring a police response within the City of Columbus."*

Specification I: You stated in your IAB interview that on July 11, 2018 while inside Sirens, you witnessed a restroom attendant provide what you believed to be cocaine to the manager of Sirens. You did not take any enforcement action regarding this felony crime committed in your presence despite the fact that one of your stated goals of the investigation was to investigate violations of law involving drugs.

Charge IV: You are hereby charged with violating **Rule of Conduct 1.04 "Cause for Dismissal,"** which states *"Division personnel hold their positions during good behavior and efficient service, but may be suspended or dismissed for incompetence, gross neglect of duty, gross immorality, habitual intoxication, failure to obey orders given by proper authority, misfeasance, malfeasance, nonfeasance, or for any other just and reasonable cause."*

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Specification I:

The actions taken at Sirens regarding Stephanie Clifford (aka Stormy Daniels) deviated significantly from actions taken at every other strip club investigated by you. This arrest was not like any other strip club investigations because in the other strip club investigations, all charges were filed at a later time, or the offender was released on summons. Not a single other suspect was deprived of their rights by being arrested "On View" and taken to the Franklin County Jail for slating, except Ms. Clifford demonstrating gross neglect of duty and incompetence.

You will report to my office on **Monday, August 26th, 2019 at 3:00 pm**, at which time you will be given the opportunity to respond, either verbally or in writing, to this charge. You may present an explanation or any other information that you feel is relevant to the charge, and which you think would be helpful to me in determining what, if any, action I should take.

You may bring your F.O.P. representative and/or attorney with you at the meeting in my office. Your F.O.P. representative or attorney will have one week (7 days) from the date you receive these charges to request the consideration of an alternate date or time due to a scheduling conflict. It will be your responsibility to notify your representative or attorney in a timely manner.



Thomas Quinlan
Chief of Police

TAQ/ve

COPY

Copy of the preceding received by me this 30 day of July, 2019.

Whitney D. Lancaster #1345
Officer Whitney Lancaster #1345

Copy of the preceding served upon Officer Whitney Lancaster #1345 by me personally, this 30 day of JULY, 2019.

Det. Paul P. Edwards #5101
Server

COPY

Departmental Charges Notification Packet

Instructions

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- (2) The signed original Departmental Charges are to be forwarded to the Professional Standards Bureau.
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Whitney R. Hancock #1345 8/30/19
Name/Badge Date

Any questions, contact Lt. Van Erwin III #5052,
Professional Standards Bureau, at extension
#7132 Mon. – Thur. 7a-5p.